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Attachment 20

Inspector General's Recommendation Number 9b, page 92

Recommended DCI Action: Approve as modified

Inspector General's Statement

Recommended that:

The DTR establish a JOT Selection Panel composed of line officer representation from the three Deputy Directorates together with appropriate representation from the Office of Personnel and Training. The Chief, JOTP, should chair the panel.

DD/P Comment

✓ Concur in principle. This recommendation should be further discussed with the Director of Training. As we note in our comment on the recommendation following third below. We feel that the selection of JOT's should envisage from the start their destination to one or another of the three directorates. Some direct participation by the Clandestine Service in the initial selection of men who will eventually be assigned to us appears most desirable. The look at JOT performance which we are now undertaking in several divisions may suggest that the recruiting mechanism be broadened, that we should attach less value to graduate degrees, and search for men more extensively outside the universities. There may be a role here that the field stations of the Office of Operations could play more actively than we believe they now do.

Even with the most sensitive selection criteria there is no guarantee of success in all cases. There will always be excellent men who will not know whether they are really suited to the Clandestine Service until they have done a stint or two overseas. Our requirements are remarkably varied and remarkably hard to define, and the participation of Clandestine Service officers in the selection process, in some fashion yet to be worked out with the Director of Training, would seem to offer that process an additional useful tool.

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